

INDUSTRIAL VIRGINIA

RICHMOND

Protect Your Homes and Reduce Your Insurance

By installing my system of Lightning Rods on your homes, stores and other buildings. Safe and give protection. Send me a postal for information.

W. A. ROBERTSON,
Crewe, Va.

Cold Storage for Furs and fine Clothing

Is safest and best.
Phone Madison 262
MERCHANTS' COLD STORAGE AND ICE MFG. CO.,
Sixth and Canal Sts.,
Richmond, - - - Virginia.

PHONE

THOS. N. KENDLER
FOR

Cornices, Skylights and Metal Ceilings

407 Brook Avenue.
Phone Madison 5418.

"Paints That Stay Painted"

John L. Branch & Co.
Mad. 164. 1319 East Main,
Richmond, Va.

School Desks

Old Dominion Floor Dressing, Virgo-plaid, Blackboards, School Bookcases, Historical and Classical Pictures.
Old Dominion Heating and Ventilating System
Maps, Globes, Charts, Wire Window Guards and all articles needed in schools and colleges.

Virginia School Supply Co.
No. 15 South Ninth Street,
Richmond, Va.

Carle & Marsala

Plumbing and Heating

Plans and specifications furnished for all heating jobs.
Call Monroe 902.
1641 West Broad Street.

Printing

Our prices are consistent with the grade of work we produce, from the highest class of booklets to the simple job, to all of which we give our best efforts.

Whittet & Shepperson
11-15 N. Eighth St., Richmond.

WILLIAM MCKEVANS
CERTIFIED
PUBLIC ACCOUNTANT
MUTUAL BUILDING
PHONE MAD. 4144, RICHMOND, VA.

FREDERICKSBURG

"LEST WE FORGET."

The Smith-Coghill Shoe Co.
Manufacturers' Agents and Wholesale Dealers in
Boots, Shoes and Rubbers

The Farmers & Merchants State Bank
Fredericksburg, Va.
Capital, \$50,000.00. Surplus and Profits, \$20,000.00.
Resources over Half Million Dollars.
M. G. Wille, President.
John P. Gouldman, Jr., Cashier.

Germania Mills, Inc.

Manufacturers of
Flour, Feed and Baked Water-Ground Meal.
Bell Telephone 42
Fredericksburg, Va.

SOLVING GREAT LABOR PROBLEMS

(Continued From First Page.)

constrained mainly by their economic interest, and moving readily from place to place according to changes in working conditions and fluctuations in the demand for labor.

To the above-described characteristics of recent immigrant wage-earners should be added one other. The members of the larger number of races of recent entrance to the mines, mills and factories have been tractable and easily managed. This quality seems to be a temporary one, acquired through past conditions of life in their native lands. In the normal life of the mines, mills and factories, the Southern and Eastern Europeans have exhibited a pronounced tendency toward being easily managed by employers and toward being imposed upon without protest, which has created a false impression of subservience. This characteristic, while strong, is confined, however, to the immigrant wage-earners of comparatively short residence in this country, and results from their lack of training and experience abroad, and from the difference between their standards and aspirations and those of older immigrant employees and native American industrial workers.

If the characteristics of the recent immigrant labor supply to the United States, as outlined above, be carefully borne in mind, the conditions which have been produced by their employment may be quickly realized. As regards the general industrial effects, it may be said, in the first place, that the lack of skill and industrial training of the recent immigrant to the United States has stimulated the invention of mechanical methods and processes which might be conducted by unskilled workers, as a substitute for the skilled operatives formerly required. A large number of illustrations of this tendency might be cited. Probably three of the best, however, are the automatic looms and ring spindles in the cotton goods manufacturing industry, the bottle blowing and casting machines in bottle and other glass factories, and the machines for mining coal.

Relative to the effect of recent immigration upon native American and older immigrant wage-earners in the United States, it may be stated, in the first place, that the lack of industrial training and experience of recent immigrants before coming to the United States, together with his illiteracy and inability to speak English, has had the effect of exposing the original employee to unsafe and unsanitary working conditions, or has led to the imposition of conditions of employment which the native American or older immigrant employees have considered unsatisfactory and in some cases unbearable. When the older employee has found dangerous and unhealthy conditions prevailing in the mines and manufacturing establishments, and have protested, the recent immigrant employee, usually through ignorance of mining or other working methods, have manifested a willingness to accept the alleged unsatisfactory conditions. In a large number of cases the lack of training and experience of the Southern and Eastern European of the South, and his own safety. On the other hand, his ignorant acquiescence in dangerous and unsanitary working conditions may make the continuance of such conditions possible and become a menace to a part of the whole of the industrial force of an industrial establishment.

In mining, the presence of an untrained employee may constitute an element of danger to the entire body of workmen. There seems to be a direct causal relation between the extensive employment of recent immigrants in the mines and the extraordinary increase in recent years in the number of mining accidents. It is an undisputed fact that the greatest number of accidents in bituminous coal mines arise from two causes: (1) The recklessness and the ignorance and the inexperience of employees. When the lack of training of the recent immigrant abroad is considered in connection with the fact that he becomes a workman in the mines immediately upon his arrival in this country, when it is recalled that a large proportion of the new arrivals are not only illiterate and unable to speak English, and consequently without ability to comprehend instructions intelligently, the inference is plain that a direct causal relation exists between the employment of recent immigrants and the increase in the number of accidents and fatalities. No complete statistics have been compiled as to the connection between accidents and the races employed, but the figures available clearly indicate the conclusion that there has been a direct relation between the employment of recent immigrants and the increase in the number of accidents and fatalities. The mining inspectors of the several coal-producing States, the United States Geological Survey and the older employees also bear testimony in this respect to the effect of the employment of the Southern and Eastern European. The opinion of the Geological Survey is of especial interest, and may be briefly quoted:

Another important factor in the United States is to be found in the nationality of the miners. Most of the men are foreign-born, and a large proportion of them are unable to understand English freely, and a still larger number are unable to read or write that language. Some of them are inexperienced and do not take proper precautions for their own safety or that of others. This is a very serious menace unless they are restrained by properly enforced regulations.

The entrance into the operating forces of the mines and manufacturing establishments, in such large numbers, of the races of recent immigration has also had the effect of weakening the labor organizations of the original employees, and in some of the industries has caused their entire demoralization and disruption. This has been due to the character of the recent immigrant labor supply and to the fact that so large numbers of recent immigrants have found employment in American industries within such a short period of time. On account of lack of industrial training and experience, low standards of living, as compared with native American wage-earners, their necessitous condition on finding employment in this country, and their tractability, Southern and Eastern European wage-

ready noted, have been willing to accept the existing rates of compensation and working conditions. The threat of a strike, and the presence of recent immigrants have also made them unwilling to enter into labor disputes involving loss of time, nor to join labor organizations to which it was necessary to pay regular dues.

As a consequence, they have not assisted the labor organizations unless compelled to do so as a preliminary step toward acquiring work, and then, after becoming members of the labor union, they have manifested but little interest in the tenets or policy of the organization. In the instances where they have united with the labor organizations, they have been very usually refused to maintain membership for any extended period of time, thus rendering difficult the unionization of the industry or occupation in which they are engaged.

Further, the fact that recent immigrants are usually of non-English-speaking races and their high degree of illiteracy have made their absorption by the labor organizations very slow and expensive. In many cases, too, the conscious policy of the employers of mixing the races in different departments and divisions of labor in order, by a diversity of tongues, to prevent concerted action on the part of their employees, has rendered the unionization of the recent immigrant almost impossible.

Racial Displacement as Result of Immigrant Competition.
Competition of the Southern and Eastern European has led to a voluntary or involuntary displacement in certain occupations and industries of the native American and of the older immigrant employees from Great Britain and Northern Europe. These racial displacements have manifested themselves in three ways:

A large proportion of native Americans of older immigrant employees from Great Britain and Northern Europe have left certain industries, such as bituminous and anthracite coal mining and iron and steel manufacturing.

A part of the earlier employees who remained in the industries in which the Southern and Eastern European have been able, because of the demand growing out of the general industrial expansion, to rise to more skilled and responsible executive and technical positions which require employees of education and experience. The larger number of the older employees, however, older employees remained in a certain industry after the pressure of the competition of the recent immigrant had begun to be felt, they relinquished their former positions and segregated themselves in certain other occupations. The result of this is best illustrated by the distribution of employees according to race in the bituminous coal mines.

In this industry all the so-called "company" occupations, which are paid on the basis of a daily, weekly or monthly rate, are filled by native Americans or older immigrants and their children, while the Southern and Eastern Europeans are confined to piece mining and the unskilled common labor. The same situation exists in other branches of manufacturing enterprise. It is largely due to the stigma which has become attached to the working in the same occupations as the Southern and Eastern European that in some cases, as in the bituminous coal-mining industry, has led to this segregation of the older class of employees in occupations which, from the standpoint of the compensation, are less desirable than those occupied by recent immigrants. In most industries the native American and older immigrant workmen who have remained in the same occupations as the Southern and Eastern European are precluded from the stigma which has become attached to the working in the same occupations as the Southern and Eastern European that in some cases, as in the bituminous coal-mining industry, has led to this segregation of the older class of employees in occupations which, from the standpoint of the compensation, are less desirable than those occupied by recent immigrants. In most industries the native American and older immigrant workmen who have remained in the same occupations as the Southern and Eastern European are precluded from the stigma which has become attached to the working in the same occupations as the Southern and Eastern European that in some cases, as in the bituminous coal-mining industry, has led to this segregation of the older class of employees in occupations which, from the standpoint of the compensation, are less desirable than those occupied by recent immigrants.

Another striking feature of the competition of the Southern and Eastern Europeans is the fact that in the case of most industries, such as iron and steel, textile and glass manufacturing, and the different forms of mining, the children of native Americans and of older immigrants from Great Britain and Northern Europe are not entering the industries in which their fathers have been employed. All classes of manufacturers claim that they are unable to secure a sufficient number of native-born employees to insure the development of the necessary number of workmen to fill the positions of skill and responsibility in their establishments. This condition of affairs is attributed to three factors: (1) General or technical education has enabled a considerable number of the children of industrial workers and of command business, professional or technical occupations apparently more desirable than those of their fathers. (2) The conditions of work which have resulted from the employment of the recent immigrants have rendered certain industrial occupations unattractive to the wage-earners of native birth. (3) Occupations other than those in which Southern and Eastern Europeans are engaged are sought for the reason that popular opinion attaches to them a higher degree of respectability. Whatever may be the cause of this aversion of older employees to working by the side of new arrivals, the extension of the feeling has been crystallized into one of the most potent causes of racial substitution in manufacturing and mining occupations.

Has Immigration Checked Increase in Wages.
As regards the effect of the employment of recent immigrants upon wages and hours of work, there is no evidence to show that the employment of Southern and Eastern European wage-earners has caused a direct lowering of wages or an extension in the hours of work in the mines and industrial establishments. It is undoubtedly true that the availability of a large supply of recent immigrant labor prevented the increase in wages which otherwise would have resulted in recent years from the increased demand for labor. The low standards of the Southern and Eastern European, has ready acceptance of a low wage and existing working conditions, his lack of permanent interest in the occupation or in the community in which he has been employed, his attitude toward labor organizations, his slow progress toward assimilation and his willingness seemingly to accept indefinitely without protest certain wages and conditions of employment, have rendered it extremely difficult for the older classes of employees to secure improvements in conditions or advancement in wages since the arrival in considerable numbers of Southern and Eastern European wage-

earners. As a general proposition, it may be said that all improvements in conditions and increases in rates of pay have been secured in spite of their presence. The recent immigrant, in other words, has not actively opposed the movements toward better conditions of employment and higher wages, but his availability and general characteristics and attitude have constituted a passive opposition which has been most effective.

General Conclusions.
If the entire situation be reviewed and the effect of recent immigration considered in all its industrial aspects, there are several significant conclusions, which, although subject to some important restrictions, may be set forth as indicating the general effects of the extensive employment in the mines and industrial establishments of the United States of Southern and Eastern European immigrants. These conclusions may be briefly summarized as follows:

(1) The influx of recent immigrants has, by affording an adequate labor supply, made possible the remarkable expansion in mining and manufacturing in the United States during the past thirty years.

(2) The extensive employment of Southern and Eastern Europeans has seriously affected the native American and older immigrant employees from Great Britain and Northern Europe by causing displacements and retarding advancement in rates of pay and improvements in conditions of employment.

(3) Industrial efficiency among the recent immigrant wage-earners has been very slowly developed, owing to their illiteracy and inability to speak English.

(4) For these same reasons the general progress toward assimilation and the attainment of American standards of work and living has also been very slow.

(5) The conclusion of greatest significance developed by the general investigation of the United States Immigration Commission is that the point of saturation in immigration has already been reached in the employment of recent immigrants in mining and manufacturing establishments. Owing to the rapid expansion of industry which has taken place during the past thirty years, and the constantly increasing number of Southern and Eastern European immigrants, it has been impossible to assimilate the newcomers, politically or socially, or to educate them to the American standards of employment, efficiency or conditions of compensation.

(6) Too much emphasis, in the discussion of immigration, within recent years, has been placed upon the social and political results of immigration. The problem at present is really fundamentally an industrial one, and should be carefully considered in its economic aspects.

BETTER BUSINESS IN SOUTHWEST

(Continued From First Page.)

In miscellaneous fruits there were shipped 420 carloads, representing 413,509 carloads, valued at \$500,000. Trucking products, there were shipped 180 carloads, representing 180,702 carloads, and valued at \$550,000.

From Eastland Stations.
There were shipped 3,350 carloads of peanuts, representing 669,904 bags, valued at \$3,000,000. Tobacco, there were shipped 2,500 carloads, totaling 51,753,291 pounds, and valued at \$5,000,000. There were shipped 1,000 carloads of hay, weighing 35,593 tons, and valued at more than \$500,000.

Adding to this 1,000 carloads of miscellaneous products not tabulated above, and on which no valuation is based, makes the total carloads and cash value thereof conservative; thus rather underestimating than overestimating the value thereof.

It is to be added the large amount of farm products are being grown in the mile, of 23,672 cars in length, reaching from Lynchburg to Bristol, a distance of about 157 miles. The total value of these products is about \$25,900,000.

To this be added the large amount of products that are consumed on the farm, the nearby villages, towns and cities, that are not offered for transportation, would make a total value of perhaps double that set forth above, from the soil in the territory traversed by the Norfolk and Western Railway.

A few years since this territory was far from self-sustaining, and each year saw thousands of carloads of farm products moving to the several distributing centers. To day the conditions have changed very materially, and now the hay, oats, potatoes and other products are being grown in ever increasing quantity, so that a few years hence we may expect to see still larger amounts of products moving to the consuming centers foreign to the Norfolk and Western Railway.

The evidence more fully the gigantic proportions which agriculture has developed in this territory, it is fair to say that the total value thereof, that has been offered for shipment is about equal to the value of the coal recovered annually and delivered to the mines' mouth.

This story represents more than the words express. It represents the possibilities of agricultural development on progressive lines in this territory and is illustrative of the opportunities presented throughout this section.

COAL EXPORTS.
A Washington special gives some interesting data. It says:

Coal exports from the United States have trebled in value in the last dozen years. The value of coal passing out of continental United States in the year 1911 is, in round terms, \$50,000,000, compared with \$25,000,000 in the immediately preceding year. The stated value of coal exported in the ten months ended with October, 1911, is \$44,000,000, of which, \$20,000,000, and that of coal supplied to vessels engaged in the foreign trade, \$18,000,000, making a total of \$38,000,000, and justifying the Bureau of Statistics of the Department of Commerce and Labor in its statement that the aggregate value of coal passing out of the United States in the full calendar year will approximate \$50,000,000. The United States ranks third among the coal-exporting countries of the world, being behind this respect by the United Kingdom and Germany.

MINERALS FOUND IN OLD VIRGINIA

(Continued From First Page.)

pose, and all conditions favorable for quarrying can be pointed out at a number of points along its line. The total value of the production of crushed stone, including fluxes, in Virginia is about \$400,000 annually.

Talc and Soapstone.
It is a noteworthy fact, that of the entire production of soapstone in the United States, Virginia produces more than half, and almost without exception, the production quarries are located along the Southern Railway.

The value of the production of talc and soapstone in Virginia for the past seven or eight years has been in the neighborhood of \$500,000 annually. Excellent undeveloped properties are still known to exist.

The purity and extent of the Virginia calcareous marls have long been recognized, but it is only quite recently that they have been thoroughly tested and found suitable for the manufacture of Portland cement and for fertilizing purposes. Some of the richest of these marl beds are found on land directly tributary to the Southern Railway.

Mica and Feldspar.
Probably the most important group of mica mines in the State are located at Amelia Courthouse, on the Southern Railway, where some six or seven mines have been worked from time to time. The mica here is of excellent grade, and the large number of associated minerals, including feldspars, which have heretofore been thrown on the dump, are of commercial value and should add to the value of the mines. The principal workable deposits of barites thus far developed in the State are located in Campbell and Pittsylvania counties. Other deposits of good quality and quantity are reported in Prince William and Fauquier counties, Manassas and Culpeper.

According to Bulletin No. 1-A, Virginia Geological Survey, "Virginia has more known deposits of manganese than any other State in the Union. In the past, the manganese of the total production of manganese in the United States, Virginia has produced nearly two-thirds." The principal producing counties traversed by the Southern Railway are Warren, Campbell, Nelson and Amherst.

Copper mining has been attempted at a number of points in Virginia, but the only area of commercial importance thus far developed is in the Virginia district, in Halifax county, on the Southern Railway. A number of mines have been opened in this district and considerable quantities of ore have been shipped from time to time. The ore, however, is of low grade, and the mines are worked most successfully when the market is above 16.

Lime and Brick Clays.
The value of the production of lime in Virginia for 1908 amounted to \$424,274. Nearly half of this amount, \$212,000, was produced in Shenandoah, Warren and Loudoun, three counties tributary to the Southern Railway. There is an increasing demand in the State for caustic limes for building and fertilizing purposes.

Virginia contains a variety of widely distributed clays, both residual and sedimentary, which are suitable for many economic purposes. The principle use thus far made of the Virginia clays is in the manufacture of brick and tile. The total value of brick and tile manufactured in Virginia in 1908 was \$1,466,663. More than three-fourths of this amount was produced in counties tributary to the Southern Railway.

Sand, Gravel and Sandstone.
The value of the production of sand and gravel in Virginia is about \$100,000 annually. The principal areas tributary to the Southern Railway are located in the following counties: Henrico, New Kent, Alexandria, Norfolk, Campbell and Shenandoah.

Quarries of excellent Triassic sandstones—of excellent quality and quarried at a number of points on the Southern Railway in Fauquier and Prince William counties. Also the Cambrian quartzites and Silurian sandstones are crossed by the Harrisonburg Division in the Valley region.

Marble and Gneiss.
It is a remarkable fact that, notwithstanding the variety and quality of marble known to occur in Virginia, the development thus far has been but slight. In Loudoun county is an occurrence of very excellent fine-grained white marble, and also blue and white, pink and white and green and white varieties, which have been worked in a small way.

The occurrence of this rare mineral in commercial quantities is only known in four localities in the world. The marble value at present is between \$50 and \$150 per ton, according to its purity. So far as can be learned, the deposits of rutile in Nelson county, are the purest and most extensive in the world. The demand for this mineral is constantly increasing.

Coal and Iron.
The mines through Henrico and Chesterfield counties are among the oldest in the country, and yield excellent coal for gas, domestic and steam purposes. Amelia and Powhatan counties and in the Southwest part of the State there are extensive beds of semi-anthracite coal of fine quality. Virginia's coal production in 1909 was 4,752,317 tons.

The value of the production of iron ore in Virginia for the past ten years has been about \$1,400,000 annually. Counties traversed by the Southern Railway contributing to this production are Shenandoah, Warren, Amherst, Albemarle, Nelson, Pittsylvania, Henry and Patrick.

Mineral Waters.
The production of mineral waters in Virginia for table and medicinal purposes is of such importance that it should not be overlooked. One spring alone is known to produce 1,000 gallons daily output, which retails at 50 cents per gallon. The total production for the State annually is about \$400,000. Counties producing the bulk of these waters are Chesterfield, Mecklenburg, Henrico, Alexandria, Amherst, Amelia and Culpeper.

Other minerals known to occur in commercial quantities and which promise great value for the near future are lead, zinc, gold, pyrite, hematite, smoky, ochre, graphite and apatite.

ROANOKE

Shenandoah Hotel

ROANOKE, VA.
W. T. Harbour, Manager.
European Plan. Rates \$1 and Up Per Day.
New Addition, 55 rooms, 28 rooms connected with Bath, and Running Water in all of them. 101 Rooms in all.

Hotel Roanoke,

Roanoke, Va.

Frederic E. Foster, Prop.

Chas. A. Ball Co.,

Real Estate Brokers

No. 5 W. Campbell Ave.,
Roanoke, Va.

DANVILLE

PETTIT & CAVE

Architects

Danville, Va.

The Commercial Association

OF DANVILLE, VA.
The coming industrial and manufacturing center of the State is on the picturesque Dan.
For information of any kind, address
W. A. MOORMAN, Sec. and Treas.
A. B. CARRINGTON, Pres.
L. HERMAN, Vice-Pres.

SOUTH HILL, VA.

MACE HUTCHETT,

South Hill, Va.

The Man Who Sells Farms
Some of the best in Mecklenburg, the finest farming country in the State, are on my list.
WRITE FOR INFORMATION.

The Bank of South Hill,

South Hill, Va.

Sound, safe and conservative. 4 per cent. paid on time deposits.
J. H. WALL, President.
THOS. A. BRYSON, Cashier.

South Hill Tobacco Market

As a BRIGHT TOBACCO MARKET South Hill is third in size in Virginia. Four local warehouses. Full corps of buyers. For information address
TOBACCO BOARD OF TRADE,
J. E. BOYD, Secretary.
R. E. YANCEY, President.

The Citizens Bank, Inc.

South Hill, Va.

Safety—Conserve—Conspire—Money to loan on approved security. We pay 4 per cent. interest on time deposits, and allow interest to be compounded every two months.

For Information About

Wide Awake South Hill
and the advantages of Mecklenburg SOUTH HILL BOARD OF TRADE County, write to the

Business Opportunities.

PATENT Secured or Returned.
Free report as to Patentability. Guide Book. New Law. Inventions Wanted and Prices offered for inventions sent free. Patents advertised free.
Victor J. Evans & Co., Washington, D. C.

HAMPTON

J. S. Darling & Son,

PLANTERS AND PACKERS OF
Hampton Bar Oysters,
Capacity of Our Plant,
10,000 Gallons Per Week.
HAMPTON, VIRGINIA.

FARMING LANDS

Virginia Farms

All sizes and descriptions. General Farms and Fruit Land. Excellent investments. Catalog on request
W. A. C. PETTIT,
Fredericks Hall, - - - Virginia.